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TEAMSTER CONVOY DISPATCH

® 109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

December 1989 #92

RANK & FILE CONVENTION A BIG SUCCESS. Teamsters and spouses enjoyed Saturday night's banquet program, featuring speeches of solidarity by Georgia Butler, vice president of the Mail Handlers Union, and Freddie Wallace, a United Mine Worker on strike at Pittston Coal. (See centerfold.)
Photos by Jim West.

TDU Backs Ron Carey

"We have to let employers know that we won't tolerate them breaking our agreements. We need to let them know that we want to be treated with dignity and respect. And most of all, we need to let them know that the party's over."

That was one of a number of comments by Ron Carey that brought applause from those at the Rank & File Convention, and earned him the enthusiastic endorsement of Teamsters for a Democratic Union (TDU) in his campaign for General President of our Teamsters union. The convention—the first in the new era of the Right to Vote—was held Nov. 10-12 in Pittsburgh, Pa., and drew 550 Teamsters from 120 locals and 38 states and Canadian provinces.

Carey, president of New York Local 804, addressed TDU's annual convention as part of a campaign swing. He was invited as a candidate, along with President William McCarthy and Secretary-Treasurer Weldon Mathis. McCarthy and Mathis declined to appear, but all present seemed to agree with Dan Campbell, Local 486 recording secretary, who said in introducing Carey, "We've got the quality candidate here."

Carey declared his candidacy Sept. 17 for the top job, in the first-ever membership vote for Teamster president. He seems likely to be the primary challenger to whomever the current leadership puts up as their man.

Carey spoke about the need for pension improvements, and about what he has done as a pension trustee of the Local 804 fund, which has a 30-and-out plan at $1,650 and is improving benefits regularly. He touched on many other themes of concern to rank and file Teamsters, such as the sorry state of the grievance panels and of master contract bargaining.

When asked about his stand on multiple salaries for union officers, Carey stated he opposes multiple salaries and will move to end the practice. He cited his own modest salary, which is less than the chef at IBT headquarters.

On several occasions Carey noted that his actions and record speak louder than his words. He has a 22-year record of leading a very large Teamster local in New York, and a strong record on bargaining, democracy, benefit improvements and membership pride and unity. Carey noted his local's role in suing the IBT leadership over majority rule and helping to win that

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Detroit, a Glimpse of the Future:

Rank & File Defeat IBT Vice President

Detroit Local 283 Teamsters jumped the gun by a year and ousted an International vice president more concerned with his own wealth than with the rank and file. The 3,000 members of Local 283 in Detroit on Oct. 19 narrowly elected Don Stone of the Rank and File Slate over George Vitale as local union president.

Vitale was appointed as International VP by William McCarthy last April. He pulled down $123,446 in salary and expenses in 1988 before getting that appointment.

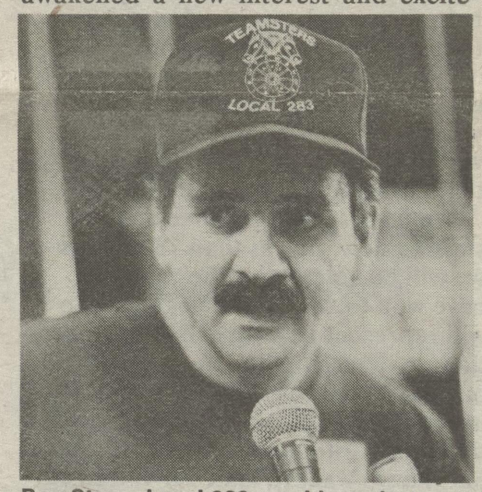
"This was a victory for the membership of this local union, not for me personally," said Stone, a steward at Souter Oil. "Our Local 283 brothers and sisters in Detroit were voting on the welfare of our own local union. But they have sent tremors coast to coast, and especially to Washington."

Also elected on the Rank & File Slate were Frank Honor, secretary-treasurer, and Linda Innis, trustee. Honor is a pipefitter at the Marathon oil refinery, and Innis is a bottler at Heublein distillery. Jeff Wardzinski lost his race to unseat the incumbent vice president by nine votes.

Honor said of the campaign, "I decided to run because I was very, very dissatisfied with the representation we were getting at Marathon. It was very exciting during the campaign to visit the different bargaining units and see that they all felt the same way. One of our campaign promises that will be kept is that BAs will be accessible."

Both Stone and Honor noted in their campaign literature that they are members of TDU.

This was more than an election campaign; it was a crusade to revitalize the local union. Candidates and supporters of the Rank & File slate canvassed more than 100 shops, talking to oil workers, distillery workers, parking lot workers, airport shuttle drivers, auto parts workers, mechanics and many others. They found that the possibility of a responsive local union awakened a new interest and excitement in members who had given up hope for change. People in a couple of shops had contemplated decertification until they read and heard about the Rank and File Slate.



Don Stone, Local 283 president-elect.

"Sometimes people would look at my Local 283 cap and not want to talk, until I said that I was running with the Rank and File Slate," Stone said. "Then they would crowd around to talk about how the local could help with their problems."

The newly elected officials have already made concrete plans to turn that

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Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union (application on back page).

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From the Members

As I See It

Improving Working Conditions and Leadership Will Take Unified Effort

Dominick Buscemi
Local 773, Preston
Allentown, Pa.

A lot of people have TDU confused with an outside organization. TDU stands for a cause. It is a rank and file movement working to bring democracy and allegiance back into our International Brotherhood of Teamsters, so the IBT will once again exist to fight for a cause—the dignity of the American worker.

The IBT originally came into existence to fight for a cause—better wages and working conditions. The current leadership, however, seems to have lost track of these goals, and has become synonymous with greed and corruption. The purpose of the organization seems to focus more on the personal interests of the few who have taken control of our union.

Look at the progress TDU has made in terms of regaining membership control of our union and our contracts. Think about how much more we can accomplish with your help. If you agree with what we're trying to achieve, I hope you'll join our cause. If you are already a member, I hope you'll get involved. Obviously, the more people we have working toward the goal, the sooner that goal will become a reality.

We have to take positive action starting now. In less than 18 months we will be able to use the rights we have won to elect the delegates who will represent us at the IBT Convention; to determine the outcome of our contracts with a democratic majority, instead of the unfair two-thirds majority; and to vote directly on who we want to lead our International union.

We should be making plans now, for example, to nominate and support people who we feel will represent the interests of the rank and file at the next IBT Convention; to not just save the NMFA, but regain the ground we've lost during the last few contracts; and to take a close look at the people who will be asking for our vote for International leadership positions.

We can save our working conditions and bargaining position. What will it take? The effort to read and make our brothers and sisters aware of what's happening and what we can do about it. Is the effort worth it? That's for you to decide. Ask yourself, "Do I want to have some control over the way that I work and my standard of living?"

It can't be done with scattered attempts by a few individuals, it has to be a unified effort. That effort will depend on a national organization that has the ability to assimilate and communicate information, and organize strategies.

Your involvement could range from simply becoming a member of TDU to sharing your time and talents to communicate the principles of our movement. Whatever level of involvement you choose, you'll be a part of something that's going to have a positive effect on the working conditions and standard of living for generations to come. When the time comes for you to take inventory of your life's accomplishments, you'll know that you made a difference in the world. Isn't that what life is all about?

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IBT Can Help Solve Crisis of Homeless

In light of the homeless crisis that is affecting our nation, we might ask ourselves as Teamsters what we can do to help alleviate the situation. In this vein, I would like to transmit to Convoy Dispatch a letter I wrote to the International Teamster on March 17, 1988, which to my dismay was never published.

I am writing in regard to your cover story, "The Vanishing American Dream," in the March 1988 *International Teamster*. It is, I believe, an incisive account of the economic problems plaguing our nation today. Yet ... I believe that it is partially within the Union's power to solve or at least act to stimulate a solution to these problems.

In the spring of 1982, our (Teamsters) president, Roy Williams, met with President Ronald Reagan at the White House. During that meeting President Williams sought President Reagan's aid in permitting the use of $18 billion dollars of Teamster pension fund monies to be used for the construction of housing. This money was to be made available at a rate of 10%. We have yet to hear further on this subject from either the Union or the White House ... the dream of a home is still beyond the expectations of most young Americans.

Now that the IBT has reaffiliated with the AFL-CIO ... what a wonderful impetus to preserving the American Dream, as well as advancing the fortunes of our members, if we were to resurrect and implement a new housing plan with the help of our president and industry.

James K. Wheeler
Local 805, Sysco
Huntington, N.Y.

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Room 612, Washington, D.C., 20036. (202) 785-3707.

N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

New Steering Committee Elected

A new TDU International Steering Committee was elected by the 1989 Rank & File Convention to lead TDU for the next year. Pictured (front row, l. to r.): Dan Campbell, Saginaw, Mich., Local 486 (co-chair); Sarah Bequette, St. Louis Local 600 spouse (trustee); Sam Fenn, Los Angeles Local 63; Gillian Furst, Minneapolis Local 1145 (alternate); Diana Kilmury, Vancouver, B.C., Local 150 (co-chair); Michael Ruscigno, New York Local 138; (back row, l. to r.): Ken Paff, Detroit (national organizer); Dana Beougher, Tampa Local 79 (alternate); J. Anthony Smith, Washington, D.C., Local 639 (trustee); Pete Camarata, Detroit Local 299 (co-chair); John Braxton, Philadelphia Local 623 (trustee); Michael Savvoir, Kansas City, Mo., Local 41 (co-chair); J.B. McCallister, Denver Local 961. Committee members not pictured: Scott Askey, Barstow, Calif., Local 63; Jackie Jenkins, Memphis, Tenn., Local 891; Connie McArthur, Seattle Local 174; Don Stone, Detroit Local 283; Rick Clark, Boston Local 25 (alternate).

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1989 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

The Evidence Is Out

Atlanta Election Fraud Leads to Mathis

The empire of Weldon Mathis and his son, Lamar, has been shaken to it's foundations as the U.S. Dept of Labor (DOL) has released its findings in court exposing the stolen election of 1987 and the Mathis family's efforts to hold on to power at all costs.

If there's one thing Lamar and Weldon Mathis fear, it's having this case heard in court where it could ruin their political careers. The DOL has presented its case to the judge in the lawsuit *Dole vs. IBT Locals 728 and 928* and asked for summary judgment. The Mathises may throw in the towel before being disgraced throughout the entire union, and a rerun election may be ordered soon.

The election fraud has split the officials in Atlanta and united the rank and file in a movement to toss out the crooks once and for all. Now, even the current officials of Local 728 have broken ties with the Mathises and are fighting for control of the 7,300 Teamsters involved.

The court case was initiated when members of the Teamsters for Democracy (TFD) slate instituted proceedings with the DOL following the 1987 election. As the DOL conducted its investigation, Weldon Mathis, then president of Local 728 and General Secretary-Treasurer of the IBT, resigned in disgrace from his Local 728 office, then ordered that the local be split, creating the new Local 928 for his boy, Lamar.

Lamar Attempts Secret Deal

As the case neared trial in September 1989, the Mathises made one last desperate attempt to settle the suit without it going to trial to expose their crimes.

After several phone calls, Lamar Mathis finally was able to reach Don Scott and Doug Mims, two leaders of the TFD slate. He asked for a private meeting in his office. Mims and Scott hesitantly agreed out of curiosity for what Lamar had up his sleeve.

At the meeting they were shocked when Lamar offered to cut a secret deal by promising the TFD members that if they would agree to "let him have" Local 928 and drop the lawsuit, he would see to it that the TFD slate would control Local 728. Scott and Mims, offended by Lamar's offer, refused to make any deal with the Mathis family and pushed ahead with the lawsuit.

Having failed, Lamar petitioned his father and President William McCarthy to lift the trusteeship and conduct elections in Local 928. The International agreed and nominations were set for Nov. 18.

At this point the DOL began to move. It filed for a temporary restraining order (TRO) and the nominations were stopped. At the same time, the DOL filed for summary judgment on the election case asking the judge to order the two locals back together and a new election run under DOL supervision. A court date has been set for Dec. 7 on an extension of the TRO and the motion for summary judgment.

King, Local 728 Jump Sinking Ship

Seeing that the Mathises were about to be completely exposed, Jerry King, appointed president of Local 728 after Weldon Mathis' resignation, fired Fred McClam, who was serving as both Local 728's and 928's attorney in the case. King hired another attorney and joined in the effort to stop the Local 928 election.

Since his appointment, King has acquired his own taste for power, demoting even his old allies, like Secretary-Treasurer Freddie Thomas, and running up exorbitant expenses on the members' tab. Besides acting like a petty tyrant, he has been determined to out-do even Weldon Mathis by signing substandard agreements at CF, Yellow Freight, Roadway and ABF.

To hold on to his position, King had to jump off the sinking ship of the Mathises and onto the barely floating ship of Joe Morgan, International VP, and Jerry Cook, president of Local 528. To do this he had to commit political suicide by intimating to the membership of 728 that the Mathises had indeed stolen the 1987 election. Thus he's tightened the noose around his own neck and that of Earl Parker, 728's recording secretary. Both were part of the fraudulent election as members of the election committee in 1987.

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> ***"All the members of Local 728 who were deprived of a free and fair election are entitled to a new election, free from chicanery. To allow anything less will encourage wrongdoers ... to restructure unions or union membership so as to avoid having to be responsible to the full membership they have deceived."***
> ***Elizabeth Dole, U.S. Secretary of Labor, vs. IBT Locals 728 and 928***

Elections a Potent Force

IBT Officials Facing Defeats

Across the country International officials of the IBT are being hit by rank and file elections, while others are being caught for corruption.

In October, **Detroit TDUer Don Stone defeated International VP George Vitale** as president of Local 283. Vitale will soon face charges from the Investigations Officer also.

In November, **New York Local 72 members voted out Vinnie Trerotola**, another International official. International VP Joe T, Vinnie's father, is being hit from another angle as he too will likely face charges from the Investigations Officer. Another International VP, **Teddy Cozza of Pittsburgh, has already been charged** by the Investigations Officer and faces a hearing for removal.

Meanwhile, **in Atlanta, Weldon Mathis & Sons have found their own dirty election tricks catching up with them.** A new election may soon be ordered there. (See story above.)

As the rank and file grow more restless, and as the 1991 elections for IBT officers loom larger, those clinging to their lucrative positions are growing more desperate.

Both Vitale and Trerotola have appealed to their friends in the IBT hierarchy to order new elections because they lost the elections that they themselves conducted. Vinnie T has appealed to his daddy, Joe T, head of Joint Council 16. Vitale has appealed to his buddies on Joint Council 43.

In October, **International VP Mitchel Ledet of New Orleans went one better** to avoid getting ousted by the rank and file. He illegally ruled the opposition ineligible for office, using the "50% attendance rule," which has been thrown out by the U.S. Supreme Court. His illegal moves will result in court action.

International VP **Dan Ligurotis of Chicago has topped them all.** He went to court to assert that he made a mistake when he signed the consent decree settling the RICO lawsuit and now he wants out of it. As a result, the government moved he be held in contempt, and TDUers in Chicago are planning to go to court over his use of union funds to further the scheme.

Judge: All Delegate Elections to Be Supervised

U.S. District Judge David Edelstein of New York on Oct. 18 ruled that the impartial Elections Officer will supervise the election of delegates in every Teamster local union, and will have the power to set the rules governing those elections. The Elections Officer won on every point in dispute with the IBT leadership. IBT officials and their attorneys sought to reduce the power of the Elections Officer to simply accurately tallying the vote counts.

The decision was a sweeping victory for all Teamsters who hope to run for delegate next year in locals where there could be problems if the officials had control of the election process. The Elections Officer, Michael Holland, formerly the general counsel of the United Mine Workers, also detailed to the court that he will be holding open hearings for Teamster members to discuss proposed rules for the elections. Those hearings will be in several cities in very early 1990.

Judge Edelstein, noting that the IBT has claimed that supervision will cost the union too much money, reminded President McCarthy's attorney James Grady that the IBT is paying the Wall Street law firm of Mudge Rose an enormous sum of dues money, and running up the tab on a daily basis with constant wrangling in court.

The General Executive Board officials who signed the consent order providing for the Right to Vote last March have consistently tried to overturn it, and lost completely at each step. Key developments have clarified much about the rules in the new era of our union, the era of the Right to Vote.

- Harold Friedman and Tony Hughes, Cleveland associates of the late Jackie Presser and convicted in January of embezzling union funds in the ghost-employee scam, tried to block charges against them by the court-appointed Investigations Officer. They went to court and lost. Now the way is clear for the court-appointed Administrator, Judge Frederick Lacey, to entiredly remove them from the union. Even after his racketeering conviction, which forced his removal from the GEB, Friedman continues as head of the Ohio Conference.
- The way is clear for more charges against top Teamster officials, including International VPs George Vitale of Detroit and Joe Trerotola of New York. International VP Teddy Cozza of Pittsburgh has been charged by the Investigator and will soon face a hearing for his removal. It is estimated that up to 20 officials will be charged per month as the legal dust clears.
- On Nov. 1, the GEB held a special meeting in a desperate attempt to overturn the settlement, as developments proceed not to their liking. But their Wall Street attorneys reported the consent decree is binding on the union, so they contented themselves with passing a resolution of protest.
- On Nov. 16, International VP Dan Ligurotis of Chicago and five Chicago locals went to court to try to get their locals out of the agreement. But within days the federal court in New York blocked that move, and then the government moved to hold Ligurotis in contempt of court for attempting to blockade the supervised elections provided for in the consent order.
- In November, McCarthy made it known he will cut the Teamster magazine to a quarterly publication, to attempt to prevent the flow of information to the membership. But again the move seems destined to fail: the court-appointees have the power to do mailings to the entire membership, which will no doubt be read by more members than the magazine ever has been.

So millions of dues dollars continue to be wasted on a series of bogus moves to block our Right to Vote, all destined to fail, instead of moving forward to clean up our union. All members should remember that those who brought this situation upon our union are now the ones crying about it. It is up to the rank and file to seize the opportunity of our Right to Vote, to field delegate slates in every local, and put the membership back into the drivers seat of our union.

Yellow Survey Hints at NMFA's Future

Yellow Freight has jumped on the survey bandwagon along with CF and Preston in an attempt to test the waters on the next contract negotiations. The survey, conducted by phone to randomly selected drivers, tends to reinforce the suspicion that Yellow is intent on bargaining an agreement separate from the National Master Freight Agreement.

Participants in the survey were asked several questions related to their feelings about the company and about the upcoming agreement, including questions on equipment, the union and benefits.

The company is putting out feelers on some controversial issues in the course of the survey. One of the questions brought up was, "How do you feel about profit sharing?" This may indicate the company's interest in offering something other than an hourly wage increase. The question of working conditions and combination classifications was brought up several times and was explicitly asked of Teamsters interviewed: "Would it be OK for a road driver, if he finished a run and had extra time, to do jockey/dock/or city work?"

The random phone survey could likely lead to a written survey of all Yellow Freight employees. This should give Teamsters at Yellow the opportunity to let the company know just where they stand on keeping the Master Freight Agreement intact.

ANR Teamsters in Chicago File Suit Against Company, Union on 15% Cut

Some 200 ANR employees in Chicago Local 710 have filed a lawsuit in U.S. District Court in Chicago to overturn the Article 6 wage reductions imposed by ANR on Jan. 14, 1989.

The suit is against both the Coastal Corporation, ANR's parent company, and Local 710 for allowing the 15% wage giveback to be imposed without a ratification of the membership involved. Coastal filed for summary judgment claiming the case failed to allege it was liable for the breach of contract.

On at least three occasions prior to March 2, 1989, the Article 6 giveback was presented for a vote to the ANR employees. Twice it was rejected, and once Local 710 stopped the voting procedure in midstream. On March 2 another vote was held with no advance notice and only those workers present at work that day were allowed to vote. Even under these illegal conditions, the proposal was turned down again.

Employees filed timely grievances with Local 710, which were deadlocked at the Joint Grievance Committee, only to be withdrawn by the union in October 1989. The ANR employees in Local 710 are not covered under the NMFA and did not participate in the earlier votes conducted nationwide.

Big R-Rock Island Gets 7-Day Week, But Rank and File Holding Together

It took the visit of a top Roadway labor relations manager in September to accomplish what democracy would not allow to happen at Roadway's Rock Island, Ill., breakbulk.

The labor man informed Local 371 members that unless they agreed to a seven-day operation, Roadway was going to pull up stakes and move to the Twin Cities, leaving only a city operation behind.

Members say this threat seemed empty given the company's multi-million dollar addition of 160 doors and expansive land acquisition in recent years. Rock Island was the last breakbulk in the system not to be on a seven-day operation. Roadway wanted it badly so it could impose a flexible workweek under Article 61.

Workers were told if a majority didn't sign, a change of operations was going to go through. Facing threats of having to uproot their families or losing their jobs, the company's heavy-handed tactics proved very successful. Within two weeks the seven-day operation was implemented.

Just last summer these same Rock Island Teamsters voted 169 to 75 to reject the seven-day operation. That proposal offered a few good changes in workrules to entice the workers to agree, but they saw through the enticements and held their ground.

Despite Roadway's shameless neglect of workplace democracy and a lack of support from local union officials, Teamsters at Rock Island are continuing to stick together through thick and thin. They see the political reforms in our union and Majority Rule on the next contract vote as focal points for organizing and solidarity.

DOT Random, Post-Accident Drug Tests Delayed Pending Legal Challenges

DOT random and post-accident drug-testing rules have been shelved pending the outcome of court challenges. Remaining DOT drug-testing regulations will go into effect as scheduled.

The random and post-accident testing, the two provisions not covered under current Teamster collective bargaining agreements, were challenged last December in a lawsuit brought by the Owner Operators Independent Drivers Association. Several similar lawsuits have been filed in other courts by transportation unions. The implementation of the random and post-accident testing will be on hold until the courts render their decisions.

In the meantime, DOT pre-employment, periodic and reasonable-cause drug-testing regulations become effective Dec. 21. These provisions, already in effect at NMFA companies and under other Teamster contracts, will offer no significant change to current procedures.

Roadway Workers Practice Solidarity

Local 519 members employed at Roadway Express in White Pine, Tenn., collected money and purchased food for the striking Pittston miners. They delivered three pickup truck loads of canned food to Camp Solidarity in Lebanon, Va. The miners greatly appreciated the food and the show of solidarity. Pictured (l. to r.): Rocky Lamb, D.L. Thomas, Earl "Yogi" Bare, two unidentified miners and Mack Mullins.

Freight Lines

CF Opens New Non-Union Division.

CF set up its fourth non-union LTL carrier Nov. 10 with the opening of Con-Way Southwest Express. Headquartered in Dallas, the company has 15 terminals serving Texas, Louisiana and Oklahoma. An additional five terminals are planned to be opened in Arkansas next year.

CF's Con-Way division now employs 6,000 workers and ships 25 million pounds of freight daily throughout its 246 terminals.

ANR Teamsters Wait on Decision.

Four months have passed since ANR was put on the sale block and still the Coastal Corporation, ANR's parent company, hasn't decided on the future course of the company. ANR public relations people have said the sale has been more complex then they imagined because of the number of companies that have expressed interest in buying ANR.

Still under consideration is the possibility that Coastal will acquire other carriers, merge ANR with another company or expand ANR's operation. A few drivers have been filling the rumor mills with the little tidbit that Coastal, an $8 billion dollar operation, would be interested in acquiring PIE and Transcon for the creation of the country's largest concessionary carrier, or as one driver put it, "The 15% Special." Coastal wouldn't really do that. Or, would it?

Speaking of 15% Concessions ...

Jack Yager, speaking before the Detroit Local 299 freight meeting, told members that union negotiators got hoodwinked when they agreed to new Article 6 language in the last contract. He explained that those carriers have taken advantage of the language by taking concessions and then using the cost savings to discount freight. Well, Jack, we hate to tell you this, but if you haven't noticed, employers have a tendency to take advantage of their workers. Maybe next time you'll read the *TDU Freight Bulletins* at contract time to see what's really going on.

Trucking Fat Cats Get Fatter.

Business Week's 1989 "Corporate Elite' edition again includes the chief executive officers of CF, Roadway and Yellow Freight on its list.

CF's CEO, Larry Scott, who *Business Week* says, "Likes to inspect workers' paperwork and cargo on the dock," got a little of the corporate version of gain sharing as his salary rose by 37% in 1988 to a whopping $539,000. His big accomplishment of the year was the acquisition of the money-losing air courier, Emery Worldwide, which has lost millions of dollars for CF.

Roadway's Joseph Clapp received a 51% raise in 1988 for a total salary of $445,000. Yellow Freight's George Powell Jr. only got a 10% raise for 1988. But before you shed a tear, take a look at his $715,000 paycheck.

At the top of the heap is the boss of ANR's parent company, Coastal Corporation. Oscar Sherman Wyatt Jr., the "savvy socialite oilman," barely missed the million-dollar salary mark raking in a cool $994,000 along with more than two million shares of stock.

CF Awaits 4th-Quarter Downturn

Poor Profits Cause CF to Waver on Gain Sharing

While CF struggles in an effort to convince its employees that a proposed gain-sharing program is not a ripoff, the company is also struggling to keep its profits at the record levels of 1988.

Intense rate discounting and gigantic losses at the newly acquired Emery Freightways have driven CF's profits to the break-even level. Larry Scott, chief executive officer, has stated that the company may even lose money in the fourth quarter of 1989.

Consolidated Freightways Inc., the parent company of CF Motor Freight, posted record revenues of more than $1 billion in the third quarter, a 43% boost over 1988. However, profits dipped from $32 million to $7.4 million.

Gain Sharing at a Standstill

In a letter to all CF employees, Robert Lawrence, president of the motor freight division, stated that the CF board of directors have not approved the program and will not until they see the business benefits of such a plan. Management's acquisition of Emery, which lost almost $19 million in the third quarter alone, could make the board a little hesitant in approving the plan, unless it is designed to increase productivity without a subsequent payoff to employees.

The gain-sharing scheme is facing large opposition from Teamster employees. The results of a recent employee survey are not out yet, but it's unlikely that the plan would get a go-ahead from rank and file members wary of increased productivity levels and changes in working conditions.

The resistance is best shown at the Pocono, Pa., terminal. At its October union meeting, Scranton Local 229 accepted a motion and a vote to go on record against the proposed gain-sharing program. Officials in several other locals with CF members are wary of supporting the plan because of the strong feelings against it.

Management's Financial Mistakes Could Spur Gain Sharing

Gain sharing—which is aimed at decreasing company costs per hundredweight, or in other words, increasing productivity—may very well be the company's response to the poor management moves made in the last year. The acquisition of Emery has been a big financial drain as has the company's big rate discounts. With the imposition of gain sharing, the company can save money by extracting greater productivity out of employees and use the savings to continue its price discounting.

It's important to note that CF can decrease costs per hundredweight and not pay out anything in gain sharing to the employees. In the brochure sent to employees containing the gain-sharing survey, the company showed a chart that listed productivity gains of 2% (based on cost per hundredweight). If improvement isn't made in all of the "quality" categories—customer satisfaction, claims, on-time delivery, maintainence and safety—employees receive no gain-sharing payout, even with an overall productivity improvement of 2%. CF has yet to define the quality categories, nor has it mentioned how it will determine if improvements are made in these areas.

At the TDU Rank and File Convention, CF employees and TDU attorneys met to develop legal strategies to deal with the issue of gain sharing. Apparently, the ball is now in the court of CF's board of directors and the International union as to whether gain sharing will be forced on the membership or not.

Whatever the result, it's clear that management errors have left CF in worse financial condition than it was in last year. That's just one more reason to doubt the company's sincerity and wisdom on the proposed gain-sharing program.

Driver in Southern Conference Says:

Tank Haulers Must Organize To Stop Attacks on Conditions

Allen C. Hall
Local 270, Matlack
Denham Springs, La.

Matlack Inc.'s Southern region has established new lows while pursuing profitable highs. As our current contract wears on, it's evident that Vice President Dave Wyatt and Operations Manager Ron Cumbow, along with the Southern Conference Tank Haul Grievance Committee, are going to bleed the drivers dry.

Fuel-Stop Ripoff

The latest ripoff comes in the form of a procedural change. Drivers must now fuel on an all self-service fuel system operated by Matlack when they're on the road. The company is refusing to pay for the extra mileage involved. Management claims they've been instructed to institute this policy and not to pay for these stops. Matlack drivers in other conferences are being paid for their correct mileage. Why not the Southern drivers?

Matlack officials claim they aren't telling people how to get to their destinations—just where they have to stop for fuel, which leaves open the question of who's going to pay for the off-route miles it takes to get to an approved fuel stop. Grievances have been filed, but we're not holding our breath waiting to win.

I wonder how many substandard contracts we have to put up with before we realize that a change must be made in the contract language and the dispatch procedure to make issues like this simple, concise and clear to all parties. If we had strong contract language, union panel members would be forced to rule in favor of the members instead of jumping through hoops to pacify the companies.

Part of the change needed has to come from the membership. We have to get involved in our union. We have to organize to stop these attacks on our financial and emotional well being and let the companies know that we are a union and we won't sit idly by and accept what the employers push on us.

Southern tank haulers, start organizing now. Build your defenses, read everything you can about labor activities, get involved in your local unions, and learn about your contract and your company. This will help to begin that change.

Finally, I urge you to join and get active in TDU. Write to this paper and publish your stories and opinions. Far too few tank truck union workers participate. We need a forum to exchange information nationwide. TDU can be the place to do it.

Yellow and Local 728 Sign Bogus Agreement

Drivers Fight for Enforcement Of Preferential-Casual Clause

One of the better new additions to the 1988 NMFA was the addition of preferential casual clauses in several supplements. The language, where it's being enforced, has done much to stop the continual working of casual employees without them ever making the list, and provided casuals who make the list with access to the grievance procedure.

King's Side Deal Surrendered Right to Preferential List

In the Southern Conference, employers and, surprisingly, local unions are resisting implementation of the language. The worst example is in Atlanta Local 728 where President Jerry King signed an agreement with Yellow Freight giving up the right to a preferential casual list. This secret agreement, in violation of the IBT Constitution and federal law, is illegal as the terms of the contract cannot be changed or altered without a vote of the affected membership.

Stewards' Leadership

The road stewards at Yellow's Marietta terminal—Roy Douglas, Bill Stromatt, Otis Heard and Roger Flowers—immediately went to work on filing a grievance to enforce the provisions in the contract.

A petition was circulated to educate the drivers on the issue and to build the solidarity needed to force the company to live up to the contract. An overwhelming majority of the drivers backed their stewards and signed the petition. King still refused to budge, ignoring the petition and urging the stewards to withdraw their grievance.

"We felt we were right to stand up for the contract language that was negotiated," said Stromatt. "That's the way this union was made strong, by standing firm in what you believe and making the companies honor their contractual agreements. This is a strong union barn and we don't know any other way than to act like real Teamsters."

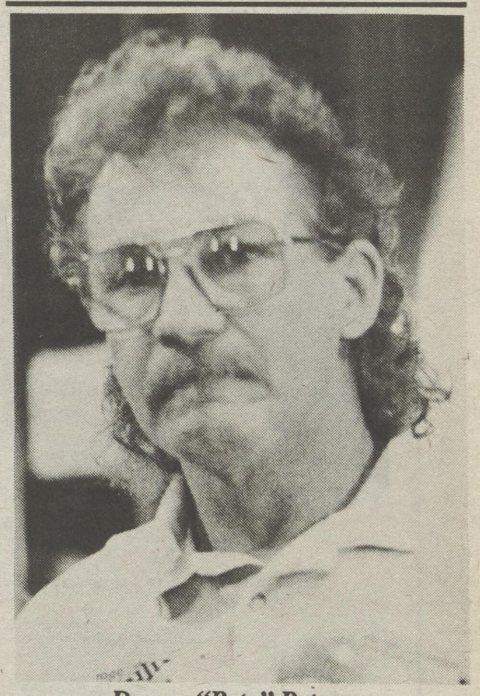
As the case went before the special Yellow Grievance Panel, company officials and King, knowing they were in violation, tried in every way to get the stewards to drop their grievance. The stewards held firm even when threatened with removal as stewards. Finally, minutes before the grievance was to be heard, King tried again to get the stewards to back down by saying as president he could sign any agreement that he wanted.

The panel postponed the grievance, denying casual drivers at the Marietta terminal another two months of their contractual rights. The drivers are more united and determined than ever to continue to enforce the contract.

In a letter to the membership, the stewards thanked everyone for backing them up and taking a strong stand for real unionism. "Standing together, regardless of personal differences, is a sign of strength that no one can dispute," the stewards wrote. "This solidarity will make it hard for future violations of the contract to become local practice."

Our hats are off to the stewards and drivers at Yellow Freight in Marietta.

"This is what TDU is all about in practice," said Stromatt. "We preach solidarity and communication with the membership and that's what we're practicing at our barn."



Danny "Pete" Peterson
Local 385, CF
Orlando, Fla.

I went to the TDU Rank & File Convention and feel like TDU is my own organization because of what I saw in Pittsburgh. Rank and file Teamsters were practicing what they preach, democracy. I'll be at the convention in Detroit next year for sure—Oct. 26-28.

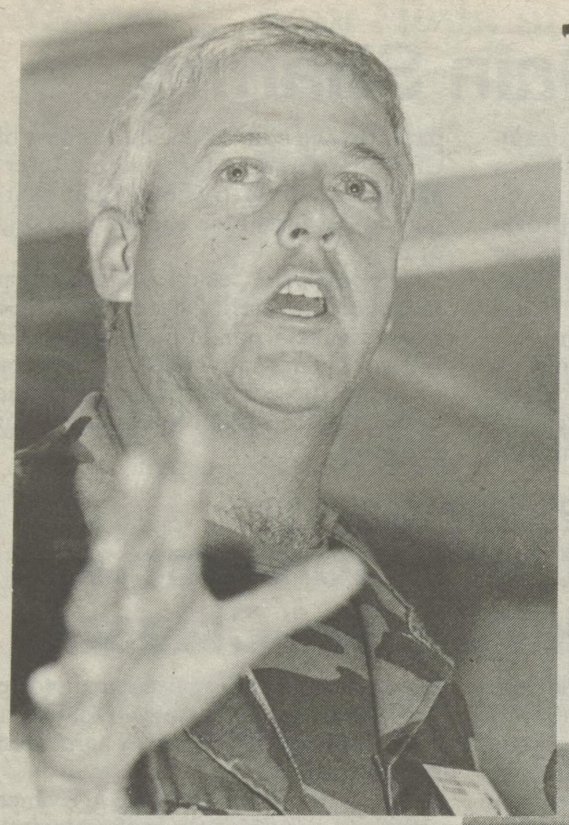
Renewing the Spirit of

TDU's 14th Annual Rank & File Convention in Pittsburgh was really the first of the new era in our union and we are off and running. The election of delegates from our locals to the IBT Convention in 1991 was a recurring theme. A workshop on running for delegate and an early session on Friday began regional and national plans.

We updated our TDU Constitution, heard from dozens of rank and file speakers, and met to talk about our contracts. We heard from Victor Reuther and other leaders in the labor movement, like Georgia Butler, a vice president of the Mail Handlers Union, who said, "TDU, you gave us the courage to stand and fight." Freddie Wallace, a leader of the UMWA's strike at Pittston, told us of their heroic battle and we presented them with solidarity contributions totaling some $2,500.

Our guest speaker, Ron Carey, brought us to our feet with a speech that could move almost any Teamster crowd to action. On Sunday, the convention voted to endorse his candidacy.

Our number one achievement is that we have built a strong rank and file movement that will be the mainspring of lasting gains in our union. Now we enter a new decade with a renewed spirit to continue our historic struggle.



Said Freddie Wallace (above), a United Mine Worker on strike at Pittston, "We have 1,700 striking Pittston miners and to this day not one of those Pittston miners has crossed the picket lines. ... If you're a striking coal miner, you've been in jail. There's nothing wrong with going to jail when it's the right thing to do."

J.B. and Judy McCallister (below), Local 961, Denver, join in the singing of "Solidarity Forever."

TDU Convention Tapes

Two audio tapes from the convention are currently available:

TAPE 1:

Side A: Address by Ron Carey, candidate for General President of the IBT, Nov. 11, 1989. Introduction by Dan Campbell, TDU co-chair, Local 486. National Public Radio news report on convention.

Side B: Address by Ken Paff, TDU national organizer, Nov. 10, 1989. Address by Victor Reuther, a UAW founder, Nov. 11, 1989.

TAPE 2:

Side A: Presentation from Pension workshop given at the Rank & File Convention.

Side B: Presentation from Using the Grievance Procedure workshop given at the Rank & File Convention.

(Educational materials from both workshops included with tape.)

Cost: $4 each, both tapes for $7.

Please send me: ❑Tape 1 ❑Tape 2 ❑Both tapes

Name _____

Address _____

City/State _____ Zip _____

Return to: TDU, Box 10128, Detroit, Michigan 48210

# of Our Struggle

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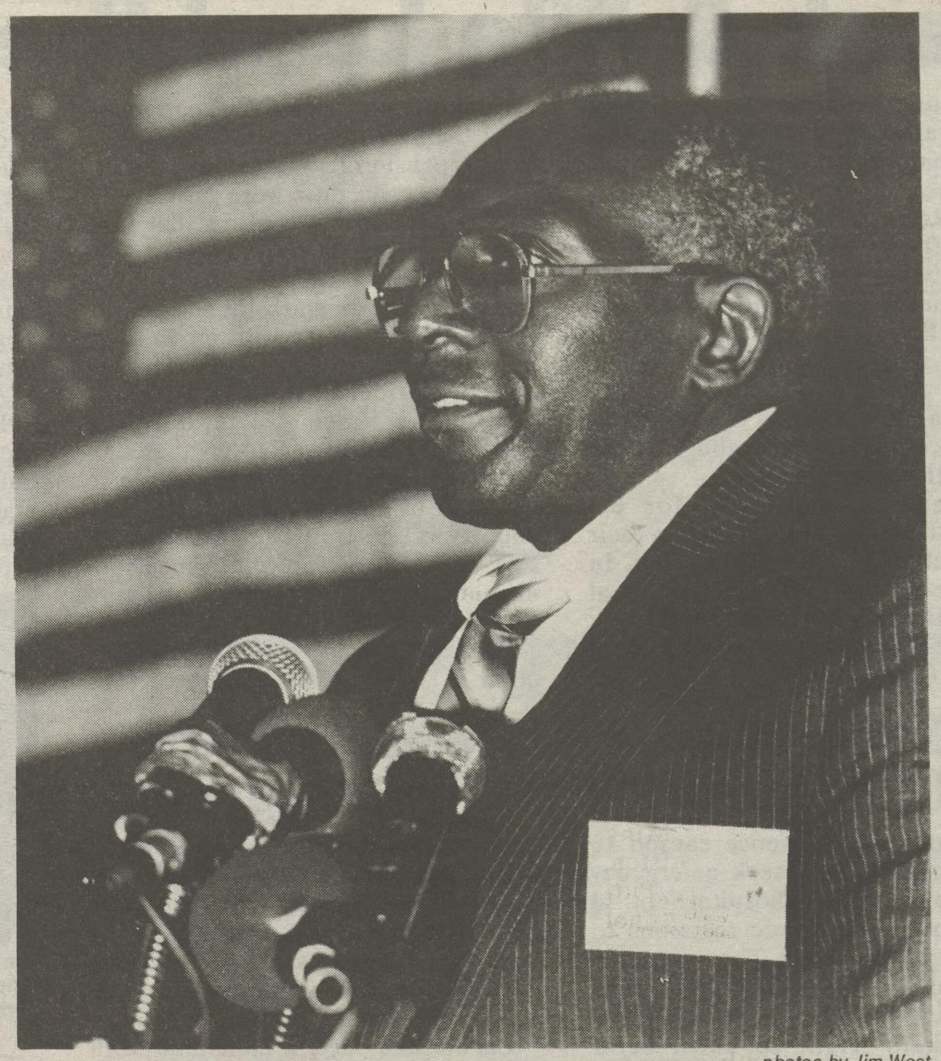
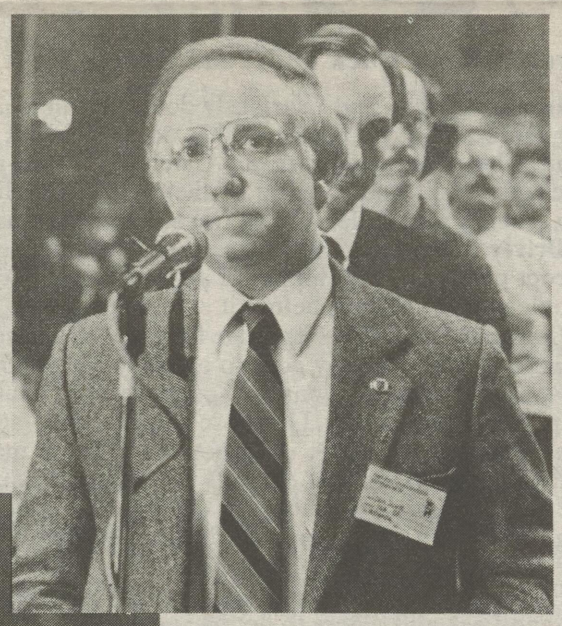
Ron Carey (left), president of New York Local 804 and a candidate for IBT General President, addressed Teamsters at the convention: "Our International, in order for its members to have faith in it, must be honest, it must be strong, and it must be hard-working. ... How much bargaining strength have we had to give up as a result of the corruption problem? ... We have to negotiate agreements that demand compliance. We cannot look the other way when employers continually violate those contracts. We've also got to develop contracts that do away with the so-called kangaroo court system on grievance panels."



photos by Jim West

Doc Coolbaugh (above left), Local 229, Scranton, Pa., holds up an award presented to him in honor of his many years as a top recruiter for TDU. We owe our success to dedicated Teamsters like Doc.

J.C. Thomas (above), Local 667, Memphis, Tenn., addressed the convention's opening session Saturday: "There's one thing more powerful than all the armies in the world, and that is an idea who's time has come. TDU, our time has come. We must leave this place organizing: barn by barn, dock by dock, office by office, truck by truck, garage by garage, member by member. We must work when it is raining, we must work when it is snowing, we must work when we are tired. There are no shortcuts in organizing our elected delegates to that (IBT) convention in Orlando. Slogans alone won't do it, the judge's decree alone won't do it. But you and I can do it, and you and I must do it."



Debra McBride Smith (left), Local 71, Charlotte, N.C., and Don Scott, Local 728, Atlanta (above), take the opportunity to address their brothers and sisters from the floor of the convention.

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Make an Investment in Democracy

Join the $100 Team

Our International officers are worried about and reacting to our right to vote them out of office. But no one can take away our Right to Vote as long as rank and file Teamsters are prepared and educated.

Your $100 Investment in Democracy will help our rank and file movement expand its educational and legal-defense work during this important year leading up to delegate elections.

Name _____ Local _____

Address _____

City/State _____ Zip _____

____*I pledge $100 in 4 or 10 (circle one) monthly contributions.*

____*My donation is enclosed.* ____*I pledge an additional $100 in 4 or 10 (circle one) monthly contributions.*

All contributions are tax deductible.
Make checks payable to:
Teamster Rank and File Education and Legal Defense Foundation (TRF)
Box 10303, Detroit, Michigan 48210

Union Officers Now Listening to UPS Teamsters

Rank & File Lead the Way on Contract

Rank and file UPSers are leading the way toward a decent contract in 1990. So far many union officers are marching to the members' beat.

The Right to Vote on top International officers and Majority Rule on contract votes have opened up vast opportunities for all Teamsters. UPSers will be the first to negotiate a master contract in this new era of our union. We are rising to the occasion, the union leadership knows it must listen, and the company is struggling to keep a lid on the situation.

In **Northern California,** for example, stewards were planning their own meeting to discuss proposals. In response to that initiative, Nor Cal union officials hastily called a meeting in Modesto. Although stewards expressed frustration that the meeting lacked direction, major issues such as how the two-tier system divides our union, pension improvement, and the grievance procedure were raised.

There is serious concern that UPS will try to attack the Innocent-Till-Proven-Guilty language in the Nor Cal Rider. Stewards and other rank and file leaders say they will not tolerate any weakening of the grievance procedure in the rider and they look to union negotiators Vince Aloise and Jack Bookter to hold the line on that subject. Nor Cal Teamsters are going to get a lot of help from the rest of the country as UPSers at the TDU Rank & File Convention resolved to make Innocent-Till-Proven Guilty a primary national demand.

During the past year TDUers and other UPS Teamsters from coast to coast have been educating their brothers and sisters on major issues. The hard work is paying off in many ways. For one, UPSers were prepared for the hurried-up schedule of local contract meetings, which were held in November in some locals and are continuing in December in others. Union negotiating committees set a Jan. 4 deadline for proposals.

At the TDU Convention, UPSers held two national meetings to discuss the results of TDU's National Contract Survey and to come up with a list of major contract and pension demands that must be addressed in this contract. We are taking this broad platform back to our locals, and submitting them at union meetings along with supplemental demands. After the convention, our proposals were sent to hundreds more activists. We will soon publish a *UPS Network News* with more details.

Jim Reynolds of New York Local 804 and other UPSers handed out Carey for President brochures at the TDU Convention.

Feedback on contract meetings held so far has been positive. Some 150 members attended the **Local 639 meeting in Washington, D.C.** A good tone was set with a unanimously adopted resolution that rank and file reps sit on supplemental and national negotiating committees. Local officials showed some spark noting that UPS is raking in billions in revenue and it's time for union members to get their fair share.

In many locals, such as **Springfield, Mass., Local 404 and Des Moines, Iowa, Local 90,** members submitted the major TDU platform along with extensive supplemental language. Springfield sent their proposals to members throughout New England. Iowa TDU computerized a national and Central Conference layout that could be usefully adapted by members throughout the conference.

In **Mississippi Local 891,** officials are realizing that members must have a real voice on this contract and that we

continued on page 9

10 Carwashers at Oakland Hub Seek Medical Care After ZEP 885 Exposure

Management negligence caused 10 of 11 carwashers to seek emergency medical attention at a hospital Sept. 14 after experiencing toxic reactions to ZEP 885 tire dressing. The exposures at the Oakland, Calif., hub would have been avoided had safety guidelines and the workers' right to know been respected. Fortunately, the carwashers were aware of their rights and did their best to keep a hazardous situation from getting even worse.

Carwashers were instructed to apply the solvent-like liquid from unlabeled spray bottles at the fuel island on a breezy night. No gloves or goggles were issued. About two hours into the shift, they began complaining of nausea and dizziness. The steward and safety rep asked to see the safety label, which indicated the chemical was toxic. They demanded to see the Material Safety Data Sheets (MSDS), but were told they could not be found. As a precaution, they informed the carwashers they had the right to go to the hospital if the individuals felt it was necessary. Severe eye irritation and reactions from breathing vapors were reported.

Next day, Larry Ferrigno, East Bay labor relations manager, informed Local 78 that he considered the previous night's actions a walkout. That night the tire dressing program continued with reassurances that the chemical was harmless. Now it was to be applied using sponges. Gloves, goggles and fiberglass face masks were issued. The MSDS still were unavailable and the carwashers soon found out that the chemical seeped through the rubber gloves and the face masks did not block the vapors. By midnight, three carwashers had rashes on their hands and were complaining of a lack of sensation; three others complained of symptoms similar to the previous night.

Despite mounting evidence to the contrary, the automotive district manager, Doug Proctor, continued to assert the next week that the chemicals were harmless. The tire dressing continued and so did the adverse reactions, in some cases more severely. Finally, an alternate steward obtained a copy of the MSDS on Sept. 19. Copies were made by the workers themselves and distributed the next night. On Sept. 21, carwashers refused to apply the ZEP 885 until supplied with recommended protective gear.

Carwashers filed a complaint with CAL-OSHA. Proctor's excuse to the investigators was that the only problem was the attitude of this particular group of carwashers. In apparent retaliation, Proctor laid off three low-seniority carwashers, claiming a lack of work. Two of the three were put back to work within two weeks, and the third eventually returned to work.

CAL-OSHA Citations

CAL-OSHA hit UPS with five citations: chemical splash goggles and chemical resistant gloves were not provided; the MSDS on the product were not available for carwashers; employees were not trained on the use of ZEP 885; employees were given open containers of ZEP 885 and closed dispensing containers should have been provided; and, carwashers were not instructed that clothing saturated with the chemical should have been immediately disposed of or laundered. No fines were issued but CAL-OSHA indicated fines may be levied if similar violations reoccur.

Bijan Eskandanian, East Bay regional safety manager, held a meeting with the carwashers at which he apologized and admitted UPS was wrong. But carwashers say he didn't want to get into detail on pointed questions, such as why it took so long for the company to respond to their safety concerns.

All UPSers have the right to look at the MSDS before working with a chemical. And there should be employees on the premises who are trained to handle chemical spills. But as one of the carwashers noted, no matter how well informed they may be, some employees are too intimidated by management to exercise their rights. That is safety's real bottom line.

UPS and Downs

Protect Your Back and Your Career Next Contract.

In my district—and I seriously doubt it's an isolated case—we are noticing more and more packages that actually weigh more than the 70-pound limit. This puts the drivers in a Catch-22. If they pick up and deliver these packages, their bodies suffer. If they refuse to deliver these packages, their job security may suffer. I have two solutions to this problem.

Driver Solidarity. Until we negotiate protective language, simply do not accept pick-up at the shipper of an overweight package. This eliminates the problem at the source, before it enters the system, and it's part of our job.

Contract Language. Negotiate language in our next contract to protect the drivers. If the company goes to a policy above 70 pounds, our union must treat these new conditions as though we were hauling freight. Drivers must be protected physically. I propose contract language, such as, "The limit any one package may weigh is 70 pounds. Drivers may refuse to pick up and deliver any package that exceeds this weight. Should the company increase the weight limit per package, the issue of working conditions shall be negotiated with the Union at the National Committee, and any proposal shall be subject to a vote of the members."

I will be bringing this contract proposal to my local union's contract meeting and I ask all UPSers to do the same.

—J. Anthony Smith, package steward, Local 639, Washington, D.C.

UPS Board Welcomes Oz and *Perestroika*.

The UPS board of directors on Nov. 20 announced the election of Kent C. "Oz" Nelson to succeed John W. Rogers as chairman of the board and chief executive officer. While Rogers started out in the trenches, Oz, 52, began his 30-year career with UPS as a sales and customer service rep in Kokomo, Ind. He has a degree in business administration. He was elected a senior VP in 1983 and was chief financial officer from 1984 to '87. He had been vice chairman since February. Oz got his nickname from a childhood friend, after the TV personality Ozzie Nelson.

The board declared a cash dividend of $.95 per share and raised by $1 the fair value of a share of stock to $58. The board reported, subject to final audit, that during the first three quarters of 1989 "revenue increased 12.5 percent over the same period of 1988 and earnings were $3.08 a share, compared with $3.16 in the previous year."

Profits on U.S. operations continue to fuel overseas expansion. Eastern Europe and the Soviet Union are new targets cited by the board. *Perestroika* may prove very good for Buster Brown, comrades.

Grocery Workers Build Union Solidarity, Reach Out to Community

P.J. Schmitt Teamsters Fight Sweetheart Deal

Peter J. Schmitt, a large wholesale grocery distributor with facilities in Buffalo, N.Y., Sharon, Pa., and Akron and Youngstown, Ohio, has used the depressed-area syndrome to once again show the ruthlessness of corporate greed. This not only pits one community against another, but one local union against another along with the union members.

With the threat of job loss and the carrot of job gain, the help of some unscrupulous politicians, and the blessing of a sell-out local union, Schmitt has initiated the building of a state-of-the-art warehouse. The corporate goal is to reduce wages by $4 per hour, cut benefits and employ new work standards. This story is too common today.

But another part of the story is becoming more common: Teamsters are uniting to stop this deal in its tracks. That's news we're most interested in.

Teamsters employed by the Schmitt corporation in Ohio and Pennsylvania are in a battle to save their jobs, union standards and dignity. The outcome of their struggle will affect every grocery Teamster in the country.

Imagine a large, profitable grocery distributor being able to cut wages at a modern new 1,000-Teamster facility down to the non-union wage of $8 per hour, all with the blessing of a Teamster local that merrily signed a five-year deal to lock this contract in place till 1994. That's what is in progress as Youngstown, Ohio, Local 377 cut the deal with Schmitt CEO Charles Barcelona before construction even began on the superwarehouse, which is to be completed next year.

The warehouse will replace facilities in Youngstown and Akron, and nearby Sharon. Congressman James A. Traficant of Youngstown had a hand in the deal, turning over taxpayer money to attract the substandard jobs a few miles across the state line. He didn't even bother to find out that most of the workers at the Sharon, Pa., facility who stand to lose their wages or livelihood in fact live in his district in Ohio!

Stewards and rank and file drivers and warehouse workers, especially at the Sharon warehouse, are organizing to have this bogus deal overturned. Charges have been filed with the NLRB against this pre-hire agreement, signed before the jobs even exist. The NLRB charges have the support of Sharon Local 261 and Akron Local 348 as well as the affected members. The International union was taking a passive attitude on the whole matter until many phone calls by union members at Sharon and TDU's willingness to help got the International to wake up.

The Teamsters and community and labor allies are also putting pressure on the employer with the handbilling of stores to inform the public of just what Peter J. Schmitt thinks of its employees, the backbone of the company. Schmitt retaliated by suspending 10 employees involved in the handbilling. The cases are in the grievance procedure and another NLRB charge is pending.

Union members are continuing to demand action from the International, which after all exists to deal with situations like this, where one local is used to undercut others and drive our union standards down below scab levels. The International has given verbal support to the rank and file and to the NLRB charges, but claims it is powerless to stop Local 377 from signing sweetheart deals. If it is powerless to stop such a blatant sweetheart deal, what do we pay International officers six-figure salaries for?

The Teamsters at Schmitt say: "We ask your support. We, along with our local unions and other Teamsters and community supporters, have issued a warning and clear message by our organizing, our legal efforts, and our handbilling of the stores. We respect the corporation's right to make a profit, but not at the cost of our livelihoods and our responsibility to our loved ones."

UPSers Ready for Contract

continued from page 8

weren't pleased with the last one. Union officials are touring cities throughout the state to hold contract meetings. In contrast, members say only one meeting was held in 1987, in Jackson. At the Hernando, Miss., meeting, considerable solidarity was expressed for part-timers. Members demanded Martin Luther King Day as a holiday. Railing and seniority issues were cited as big problems.

Speaking of railing, it was a hot issue at the **Charlotte, Local 71** meeting. Rail traffic is heavy along the I-85 corridor from Maryland-D.C. to Atlanta. Drivers report UPS virtually has its own CSX train bound for Atlanta loaded up with 26-footers out of Charlotte. Article 26 must be renegotiated. Let's start by changing the heading from "Competition" to "Protection from Piggy-Back."

New Mexico Local 492, based in Albuquerque, held meetings in **Santa Fe** where members said even a $2 an hour increase isn't enough. Officials admitted harassment is a big problem statewide and members had the answer: limit management to one supervisory ride per year! Innocent-Till-Proven-Guilty was described as a big must and members are looking to lighten the production load on preloaders. New Mexico UPSers are looking for some parity on vacations as they have among the worst provisions in the country: seven years to get three weeks, 10 to get four and no fifth week!

In Saginaw, Mich., Local 486, members put Innocent-Till-Proven-Guilty and production harassment at the top of their list. The TDU proposal for the right of local unions to strike over habitual contract violations was a big hit, and the UPSers there had a good idea of their own: move to a Nov. 1 expiration date.

UPS Tactics

Meanwhile, UPS isn't standing still. Members report that the company is already polling members on how they'll vote. On what, the MX missile? We do not have to respond to UPS polling, which is an unfair labor practice, and it is not in our best interest to do so. Managers are having one-on-ones with stewards and other leaders to ask, "What do the employees want?" Supervisors are attending labor seminars. Documents titled "Working Together" announce upcoming PCMs. "The purpose is to establish a two-way flow of communication." UPS continues to prepare "white papers" on issues, such as pensions and H&W (see page 10).

While you are dealing with the heavy load of peak season, take comfort that your efforts to rebuild our International union and prepare for our contract have put us in a strong position. We are ready for the new year's challenges.

(For a copy of a report on TDU's National Contract Survey, the list of TDU national demands, or the upcoming *UPS Network News,* contact the TDU national office. If you're not yet a TDU member, why not join and help support our efforts? Then you'll be on the mailing list for *Convoy Dispatch* and all the contract news.)

GroceryBag

Safeway Subcontracting Threatens Denver Grocery Jobs.

The Denver division of Safeway has subcontracted out a third of it's trucking operations to a Pennsylvania-based leasing corporation, Hertz/Penske. Approximately 50 company drivers lost their jobs to forced early retirement and layoffs. The entire transportation department as well as the garage and parts department are in immediate danger. This comes on the heels of a mileage proposal a few months ago that drivers turned down unanimously. In the midst of the controversy, several Local 435 officials have resigned. New union leadership has their work cut out for them in attempting to stop the subcontracting problem before it affects other major grocery chains in the Denver area.

Another Warehouse Where Back Braces Come With the Job.

Employees at an Associated Wholesale Grocers (AWG) warehouse in Seattle are being forced to comply with production standards similar to those at Atlanta Kroger, reported on in our last *Convoy Dispatch.* The system used by AWG is a predetermined motion time system based on Master Standard Data, developed by Gagnon Associates of Minneapolis. Gagnon has developed such systems at other grocery warehouses. AWG's standards have jumped from 160 cases per hour to 220: a 38% increase. An employee who has worked there for seven years said, "Five years ago back braces weren't necessary. Now when you fill out an application for employment, one is handed to you!."

Contact TDU about production standards at your warehouse and measures workers have used to fight back.

Kroger Teamsters Vote on Master Language.

Master language recently brought to Kroger Teamsters for a vote includes freezing the current pension contribution at $61 per week until 1992, at which time it will go to $69. The top pension contribution rate is now $73 in the Central States Pension Fund and will likely increase toward $90 by 1992. Kroger employees would likely fall even farther behind than they are now if this language were ratified. The proposal also includes new language on transferring work, which in effect lets Kroger do whatever it wants after "discussing" it with the union. At press time, union sources said the proposal had been voted down by a small margin. However, it was also reported that the results of the vote had been turned over to IBT attorneys for review. TDU will publish details as they become available.

Pension Lawsuit Filed on Behalf of Kroger Teamsters.

A lawsuit filed in October seeks to gain the highest pensions payable for the plaintiffs' age and service categories. Filed as a class action, plaintiffs in *Spencer vs. Central States Pension Fund* "seek to represent the class at large including all present and former employees of Kroger represented in various bargaining units by IBT and who are or will be eligible for pension benefits under the Plan."

Before 1971, Kroger had its own pension plan. Kroger Teamsters were induced to join Central States in 1971 by the fund's written promise that they would be paid the highest benefits available to any class of participants with their age and service credit. Since 1985, the fund has violated the agreement by refusing to give full credit for pre-1971 years of service. The plaintiffs are seeking 30-and-out and other full benefits for Kroger Teamsters with seniority before 1971. For more information, contact the TDU office.

New England Pensions Take Small Step Up

The New England Teamsters and Trucking Industry Pension Fund, responding to rank and file pressure, has announced a benefit improvement available Oct. 1, 1989: a 30-and-out benefit available to those with 30 years of contributory credit, paid at 100% of the fund's regular pension rate. Contributory credit is pension credit for time when a company was required by contract to make contributions for the member.

The amount of the benefit depends on the size of the contribution rate, and is equal to the regular benefit a member would have gotten at age 60 with at least 25 years. Before, the New England Fund paid the 30-and-out at 75% of the regular benefit for 30 years of credit – not necessarily contributory credit. (A Teamster covered under the Master Freight Agreement who retires after October 1989 with 30 years of contributory credit will be eligible for $1,011 per month at any age.)

Some New England Teamsters thought the letter announcing the 30-and-out was also announcing a benefit increase. That's because the letter included an example of a Teamster with 30 years who would get $1,200 per month with the 30-and-out. But this mythical Teamster would have to have been eligible for $1,200 per month at age 60 under the old system. And even UPSers, with the highest contribution rates, aren't eligible for that much. "They seem to have pulled that number out of thin air," said one New England member.

In fact, the letter even confused William McCarthy, co-chair of the New England Fund trustees and Teamster General President. He told members at the October meeting of Boston Local 25 that they'd be getting a 30-and-out at $1,200. Fortunately, some members there had read the letter carefully, checked with the fund, and were able to correct McCarthy's mistake.

The better benefit comes after three years of work by the New England Teamster Pension Improvement Committee (NETPIC) to improve UPS workers' pensions. In the fall of 1988, NETPIC filed a lawsuit against the New England Fund in an attempt to move UPS Teamsters into a non-Teamster fund, separate from their union brothers and sisters at other companies.

NETPIC has won on preliminary legal issues, including the right to file the suit as a class action. A court date on the question of separating from the fund has been set for June 1990.

The New England Fund's new benefit seems aimed at cooling the rank and file uproar for pension improvements. Many of those calling for better pensions are UPS drivers with close to 30, or more, years of service, and they are likely to be affected by the change. But the new benefit falls far short of their expectations.

And according to Neal Henderson, a grocery warehouse worker in eastern Massachusetts, "UPSers aren't the only New England Teamsters anymore who realize that retirees are underpaid. McCarthy says we get the best pension benefits around. Around where? In New York, Ron Carey's pension fund pays retirees $1,650."

UPS Teamsters in New England and elsewhere have another tool for pension improvements that will come into play this spring: contract negotiations.

TDU member Jerry Gaimari, who is also a member of NETPIC, says, "In New England, we have a great network in place for the contract campaign, and we'll use that for better pensions."

UPS Tries to Quiet Calls for Better Pensions in Multi-Employer Funds

"Unfortunately, no 'quick fix' for improving benefits available to UPSers who are members of multi-employer pension funds has been discovered as yet."

So sayeth United Parcel Service in a well written, though self-serving, document titled, "Pension & Health & Welfare Issues."

Last summer TDU obtained another UPS document that coached management through major contract issues and how to deal with UPS Teamsters' demands. The intent being to pour cold water on our strength and solidarity in the next round of negotiations by raising fears that the fair contract we deserve will destabilize UPS and our job security.

The clear intent of this latest document is to convey a two-fold message: multi-employer pension plans, such as the big Teamster plans, drag you down; and, stop crying about better pensions, Uncle Buster benificently provides you with the 401(k) and UPS Thrift Plan nesteggs.

"Since deregulation, many unionized freight carriers have been unable to compete with non-union, low cost carriers and have gone out of business. ... The result is that many plans have fewer active employees for whom contributions are being made than they had ten years ago. ...

"Some benefit consultants have reported that benefit levels for UPSers would vastly improve if they were in a separate or UPS-only plan. While technically correct, it is not quite that simple."

The document goes on to explain the laws governing multi-employer pension plans: "In some cases, the financial health of the plan is such that our withdrawal would have a disastrous impact on the Fund and therefore would not be permitted under the law."

The document raises many points that are true. It's the intent of this information that is jaded. Not only does it aim to lower your sights, it puts the blame on your brothers and sisters in the freight industry. Maintaining our multi-employer Teamster pension funds is an act of union solidarity and security for all Teamsters in the fund. Non-UPS Teamsters have had hard-earned contributions put into those funds on their behalf for many decades, in many cases years prior to any UPS-based contributions.

Furthermore, in at least two major funds, the Western Conference and Central States funds, future benefits will be calculated as a percentage of employer contributions. Thus UPS Teamsters will benefit very directly from any negotiated increase in pension contributions, independent of the health of other industries. Especially for younger UPSers in these funds, this makes every penny of the negotiated contribution rate count.

The moral of the document is that other options are available. All you have to do is manage your money and utilize these opportunities: "UPS has provided the UPS Thrift Plan, the 401(k) Plan and the annual bonus to enable prudent UPS employees to provide their own retirement financial security and not have to rely solely on Social Security and Multi-employer pension plans."

The Thrift Plan and the 401(k) may be wise investments for UPSers who are able to defer monies into these plans. But 401(k)s put the risk of investment on the individual and not on the fund. These plans are not a substitute for pension plans with predetermined benefits, and UPSers should not quiet their demands for significant benefit improvements.

Correction: R.V. Durham's Pension Only $93,715

In the September *Convoy Dispatch*, we incorrectly reported the four pensions available to R.V. Durham, International vice president, at age 60. In fact, if Durham retires at age 60 (about one year from now), he will only receive three (3) pensions totaling $93,715 per year.

Durham will not get a pension from the Eastern Conference because he is not on its payroll. He will be eligible to receive $52,529 from the officers-only Retirement and Family Protection Plan, $21,986 from the officers-only Affiliates Plan, and $19,200 from the Central States Plan.

Western Conference Pension

Ballew's Rosy Picture, and the Truth

Joseph Ballew, co-chair of the Western Conference Pension Trust, is to be commended for actually responding to letters from rank and file Teamsters, as he has recently. But next time he should write more than hooey.

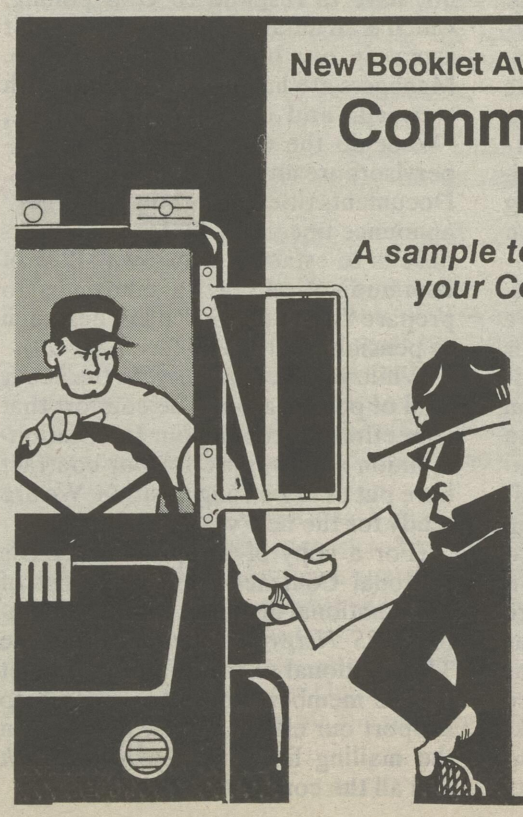
The big clue that Ballew might be bending the truth a little in his letters comes when he writes, " ... all of the trustees are and, since the inception of the Plan, have been elected to their positions."

Every rank and file Teamster who ever got a vote on pension trustees can stop reading here.

Another misleading point Ballew makes is the unexplained claim that the Western Conference Plan has increased benefits by "over 40 percent in recent years." While benefits have increased significantly since 1986 with the introduction of the "Contribution Account Benefit," those increases have been eaten up by increased charges for health insurance.

Let's look at the changes since 1986: A Teamster who retires Jan. 1, 1990, after 30 years, with 1,875 covered hours under the NMFA in the last three years, will get about $91 per month more than he or she would have before the Contribution Account Benefit. But he or she will pay $105 for health coverage ($210 to cover Teamster and spouse), for a net loss in income.

Since the fund has had no unfunded vested liability for the last year, it appears the trustees have no excuse to withhold benefit increases that outpace charges on retiree health care.



New Booklet Available From TDU

Commercial Drivers License

A sample test to help you prepare for your Commercial Drivers License

This sample test consists of questions (and answers) taken from the actual test used in California. Tests are very similar in all states.

Remember, even experienced drivers will need to study for this test. This booklet will help you prepare.

Booklets are $1 each, 50 cents each for 5 or more. Available from TDU, Box 10128, Detroit, Mich. 48210. Be sure to include full address with your order.

International VP Ousted by Rank & File

continued from page 1

new interest into membership involvement in the local. The election of the Rank & File Slate over a top Teamster official who has been convicted of embezzling union funds and taking payoffs from employers is a major victory for all Teamsters working for a strong, democratic, corruption-free union. It takes on added significance in the era of the Right to Vote. If International VPs can't win in their own backyards when they control the election, how can they possibly win in the whole union with impartial supervision?

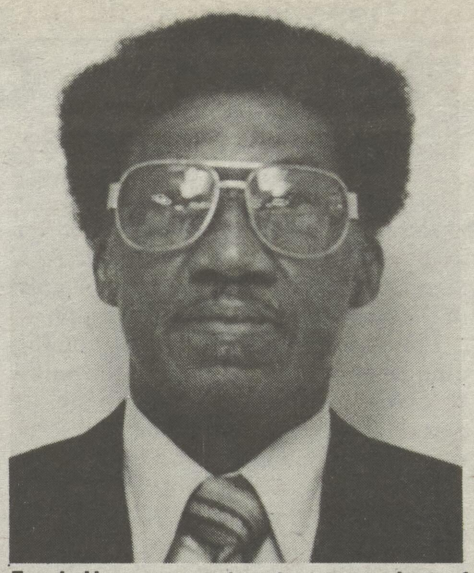
Vitale and the incumbents tried every trick to maintain power. They issued smear-leaflets filled with lies and distortions about the Rank & File Slate. They charged that TDU is employer-funded (TDU does not get one cent from any employer), and that Stone is a crook (he had been convicted more than 20 years ago, as a teenager, of street crimes).

Vitale's election committee totally controlled the rules and stacked the deck as much as possible. The Rank & File Slate had to get a court order to obtain a list of the shops in the local so they could campaign at all of them. The election committee, chaired by a member of the Vitale Slate who was unopposed in the election, mailed out ballots to 160 people who were not on the list they used to mail the Rank & File Slate's campaign literature.

After Vitale and his policies were rejected by the members, he again showed what he is made of. First, prompt legal moves by the new president and secretary-treasurer forced an accounting of local funds, and a report that "a new car is on order for George Vitale. When he leaves office on January 1, 1990, this car will go with him." Again, prompt legal action stopped the defeated officer's attempt to loot the union of a new luxury car.

Then Vitale, having conducted the election, decided it was unfair that he lost, so he demanded a new election on bogus protests. Since the protests will be decided by the Michigan Joint Council 43 Executive Board, he feels he will get any decision he wants from that Kangaroo Court.

This "vote till you get it right" is nothing new, but it cannot save Vitale. Even if the Kangaroo Court grants a new election it is likely the margin of victory for the Rank & File will widen greatly. And Vitale may not even last until such an election. He is under scrutiny of the Investigations Officer and will likely be brought up on charges for removal from all union posts.



Frank Honor, secretary-treasurer-elect of Detroit Local 283.

Vitale's game is all but over. The way is clear to build a strong local union for the future, and for Teamsters across North America to see what victories like this mean. A new day is possible in our union, if we just take our future into our own hands.

Dirty Tricks Catching Up With Mathis Family

continued from page 3

The DOL's investigation indicates massive election fraud, summarized in the issuing of a stipulation of facts, which showed:

- Local 728 had 10,000 official ballots printed.
- Exactly 4,885 votes were cast in the election.
- Violations total at least 2,312 tainted votes, 1,004 of which "were removed from the ballot boxes and with 1,004 illegal votes substituted."
- At least 1,004 of the unused ballots were secretly printed at another printer.
- There were 1,082 unaccounted-for ballots.
- At least 139 more ballots were counted than were recorded as having voted.
- A random survey by the DOL found that 5% of the members polled who were listed as voting stated they hadn't voted.
- Members were listed on the election records as having voted at two sites.
- Observers were not allowed to be in the presence of 18 traveling ballot boxes used at 53 polling sites.
- Fifteen of the 18 boxes were of a construction that allowed for full access to add or remove ballots without breaking security seals.
- On at least two days during the election, unused ballots and eligibility lists were kept in an unsealed, unsecured cardboard box in Lamar Mathis' office.

While Locals 728 and 928 have fought with each other and spent thousands of dollars of the members' dues to fight the lawsuit, the members in both locals have been left on their own to fight the employers. TDU members have instituted elected stewards at many of the major barns in Local 728 (Lamar Mathis refuses to allow elected stewards in 928).

Currently, several TDUers serve as stewards. At Yellow Freight in Marietta they are leading the fight for the company to live up to the preferential casual agreement in the NMFA (see story, page 5). At CF they have protected jobs in the yard and on the docks and were instrumental in presenting and winning a case at a recent change of operations hearing.

Doug Mims, CF road steward, said, "I worked hard to research the case on the change of operations. I'd like to thank Gary Thornton of Local 385 and Earl Parker for making excellent presentations."

Throughout the two locals, TDU members have put all their energies into the real business of the union, protecting and educating the membership. It's politics as usual for King and Mathis. It's rock solid unionism for TDU members and sympathizers.

Desperate men will do anything. But the worst crime is the utter arrogance of these officials in asking that Teamsters in Georgia give them another chance. And as the Department of Labor's motion states, "They should not be allowed to sidestep 'facing the music' by the simple expedient of creating a new local."

TDU Endorses Ron Carey for IBT President

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reform.

After Carey spoke, dozens of Teamster members and leaders rose to ask him questions and size up the candidate. Carey handled them directly, and at one point noted, "I don't have all the answers," and expressed a willingness to work with Teamster leaders and members to develop a detailed program. He also intends to build a coalition of candidates for the other 17 positions on the General Executive Board. All 18 GEB members will be elected in 1991 by rank and file vote, supervised by the staff of the impartial Election Officer. Carey said he is running because the Right to Vote gives the members a choice this time.

Debate on Endorsement

Carey addressed the convention on Saturday, Nov. 11, answered questions for nearly an hour, and stayed later to talk to members individually. He got a half dozen standing ovations for his platform, his record and his courage. But his endorsement was not automatic or rubber stamped.

The following day the convention debated the issue. The question of endorsing a candidate not affiliated with TDU came up, and it was widely agreed that what matters is the candidate's platform, principles and record. The question of waiting until Carey's entire slate is in place was addressed, but it was agreed to get involved early and help build a strong slate. In the end, the vote to endorse Carey was well over 90%.

Carey made it clear he is in the race to win. Several times he referred to what would happen "after I become General President." Informally around the convention many activists were planning how to build support in their locals and states.

"I'm a Teamster who believes in democracy in our union, and I'm here to get the support of fellow Teamsters," Carey said. He closed his speech with, "I'm asking for each of your support, your financial backing, and most of all your trust."

Delegate Elections First

The Rank & File Convention took up much more than backing Carey. Of primary importance are the upcoming delegate elections in each and every Teamster local. Joe Fahey, president of Watsonville Local 912, addressed the convention early and said, "The task for TDU now is to get rank and file delegates elected to the 1991 IBT Convention."

Those delegates will have the power to rewrite the union constitution and policies. Also the convention is where candidates, including Carey, will be nominated for the rank and file election. TDU members and all Teamsters who care about the future of our union have our work cut out for us. We have to build a movement in every local, elect delegates who support the platform for change, and also elect a new leadership for the International union. The time to start is now. Contact us to find out how you can help.

TDU Meets

ATLANTA
Saturday, Jan. 6
7:30 p.m.
College Park Fire Dept.
Sullivan Road, College Park, Ga.

DENVER
Saturday, Dec. 9
6 p.m.
Western Motor Inn
Vasquez Blvd. at I-70, Denver

EASTERN PENNSYLVANIA
Monday nights
6 p.m.
Amber Club, Rte. 611, Swiftwater, Pa.

GULF COAST AREA
Saturday, Dec. 16
10 a.m. to 1 p.m.
Southern Executive Inn
805 W. Highway 332, Klute, Texas

LEHIGH VALLEY
Sunday, Jan. 21
10 a.m.
UAW Local 677 Hall
2101 Mack Blvd., Allentown, Pa.

MEMPHIS
Tuesday, Jan. 2
7 p.m.
Wheel Estates Mobile Home Park
Brooks Rd. at I-55, Memphis, Tenn.

NEW YORK/NEW JERSEY
January meetings TBA:
New Jersey
Westchester County
Long Island
New York City
Call (718) 852-9230

SAN FRANCISCO
Saturday, Jan. 13
10 a.m.-noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave.

SOUTHERN CALIFORNIA
Sunday, Jan. 14
LaVerne, Calif.
Time and place TBA
Call (714) 593-9791

ST. LOUIS
Sunday, Dec. 17
Noon
AMVETS Post 88
8449 N. Broadway

ST. LOUIS
Sunday, Jan. 21
Time and place TBA
Call (618) 656-7428

Set Deadline for Collins Contract With Florida Convoy, Others

Nashville Carhaulers Organize for Unity

Gerald Gieg,
Local 327, CCI
Nashville

Recently a committee of carhaulers was formed in Nashville Local 327. Gerald Gieg, a CCI driver, is a member of the committee and files this report.

Our carhaul committee is coming along wonderfully. We met at the union hall Nov. 19 and had a very productive meeting discussing problems and solutions, both immediate and long range. We have two representatives from each company, a total of 14 members. I strongly urge our members across the country to do the same.

It became clear that all delegates were experiencing common problems. I feel that as much as different companies compete with each other for traffic, they also band together to form a strong alliance to break our union. The success of this is all too evident in freight. We must organize to hold together the union in carhaul. Our BA here, Bill Boner, deserves most of the credit for the solidarity achieved in carhaul in our local.

One big early job is to provide coordination and solidarity behind the efforts of the drivers at various operations of Norm Collins to get back to parity with the national contract. We have set a deadline of Jan. 31 for Collins to sign a contract with the Florida Convoy drivers.

Our goal is to provide maximum information and solidarity and minimum confusion among all carhaulers in Local 327. We feel it's working, making an impression on management, the shippers and the members. We hope other locals will give it a try.

In order to solve a problem, first we must recognize its root cause. It is easy to say, "Our union officials are out of touch with the rank and file. Our representation is at an all-time low. The 'Marble Palace' fat cats in Washington, D.C., are ripping off our dues. Filing grievances is no more than a crap shoot, etc." But is this the root of the problem or is this the result of the big problem?

We can all take comfort that we did not elect the union officials that operate behind this marble fortress. We had no part in the outrageous salaries these people have rewarded themselves at our expense. And it's not our fault that this union is spending millions of our dollars to comply with a court order to right all these wrongs.

BUT, it is not all the responsibility of the other guy! The cornerstone of the Marble Palace is the apathy of the membership of this International union. How many of us have seen a small violation of our contract take place and let it go by, knowing that another member will jump on it with both barrels? How many of us are so consumed with our comfort that a union meeting always comes at a bad time? The answer is our greatest enemy—apathy and hopelessness.

If there ever was a time when a turnaround is possible, if there ever was a time when the fruits of our labor can be enjoyed, that time is now. We have the Right to Vote. We have the responsibility to right our wrongs. It is time now for us to realize that if we continue to sleep with this great enemy, we will lose this opportunity and we may never again have another chance for democracy in this great union. Wake Up. Get Involved.

Get Ready for the 90s

Momentum is shifting. Corrupt officials are on their way out at the ballot boxes. New leaders are emerging and many good older ones are becoming bolder. These changes are only occurring because the rank and file are rising up and taking control. TDU has led the movement for reform in two decades. TDUers have tipped the scales. As we head into the 90s, isn't it time to join our movement and weigh in on the side that's moving our union forward? Your support counts.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name_____ Local Union #_____
(please print)

Address _____

City_____ State or Province_____ Zip_____

Phone (___) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other_____

Optional: Spouse's name_____

___$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

___$75 three year membership fee. ($10 of this shall be rebated to the local chapter.)

___$15 for spouses; retirees; & Teamsters who gross less than $12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: #_____ Exp. date___/___

Date_____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

Carhaul News

Partial Win at Georgetown Puts Focus on Illegal Votes.

CCI drivers in Georgetown, Ky., will be paid thousands of dollars for half-rate pay on most of the backhauls made since the Toyota truck plant opened there a year ago. It took nearly a year of fighting, hanging tough and standing up to obscene threats from Terminal Manager J.R. Okopal.

The catch is that drivers on Ryder's Convoy Company list at the same terminal will receive back pay only through May, when they were bludgeoned into voting yes on half-rate pay on backhauls. Our contract says each and every terminal involved must vote to approve the half rates or other pay cuts, and they must be approved by the appropriate grievance panel before they can be imposed.

Local 651 is reportedly backing the Convoy drivers on this. And we hear the International is backing up Local 651 and the Convoy drivers. The only problem is Jerry Cook's Southern Conference Grievance Panel has already rejected a grievance by New Orleans Local 270 members at Complete Auto Transit against a blanket cut-rate deal sprung on them for a vote earlier this year. Ryder hasn't implemented this cut because it knows it is on thin ice. Local 270 President Mitchel Ledet told members if they don't like the pay cut they can sue, which seems like a real possibility.

Cook has survived as Southern Conference chairman only because of his political alliances with Luther Watson, Joe Morgan & Company. How much more damage will President McCarthy allow Cook to do to the members before he is replaced? In the meantime, members in the Southern Conference should refer to Article 7, Section 8 (c) and (d), which allows the local union to bypass local level panels (like Cook's) for interpretations of supplements or the national agreement.

NuCar Ignores Contract and Pays for It.

Congratulations to NuCar mechanics in Newark, N.J., to Local 560 BA Al Vallee and to the Eastern Conference panel. NuCar management ignored its local rider and refused to negotiate for a change that the members could then vote on. NuCar moved the start time from 8 a.m. to 4 a.m. and refused to pay overtime on the hours worked before the contractual start time. The lost overtime pay came to $57,120 for about 20 mechanics, which the company paid Nov. 29 after much stalling. It took a last-minute strike threat to hold NuCar to its promise to pay. Our employers will understand this message if our grievance panel chairmen insist on hitting them in the pocketbooks instead of slapping them on the wrist.

QAT in Virginia Cuts Into Jobs at Winston-Salem Anchor.

We need a carhaul department at the International level with enough personnel so that every non-union outfit can be hit as soon as it opens. We will be doing a feature on organizing soon and want reports on the size and traffic of non-union efforts in rail loading, car truckaway and heavy truck haul.

Leaseway's Bashing by Ignorant, Greedy Speculators.

Business Week's Nov. 27 issue describes the guts of the problem, "In hindsight, (Leaseway Chairman Richard A.) Damsel admits the price was too high." Now that would be Damsel's problem if he'd invested very much of his own money, but the purchase was financed mainly by junk bonds, along with a lot more borrowed money. So though Leaseway is profitable despite a decline in revenues, it needs more money to pay off debt it didn't have before these geniuses took over.

Michigan Panel Changes Rules of Procedure.

Members used to know exactly what day their grievance would be heard. Now they are given a span of days during which the grievance may be heard. The effect is that members and stewards aren't sure what day their grievances will be heard. E&L members who expected their grievance to be heard on Thursday would have had to rely on the BA alone to present all the facts if they hadn't just happened to show up on Wednesday. Our stewards are already overworked. They should know when grievances will be up so they don't have to sit around for four days. If the chairman of the Michigan Panel can't swing it, we'd be glad to find someone to give it a try.